

## **AFFIRMATIVE ACTION POLICY**

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**Goodwill Industries of the Springfield/Hartford Area, Inc. is committed to equal opportunity for all people without regard to race, color, religion, age, marital status, affectional or sexual preferences, which shall not include persons whose sexual orientation involves minor children as the sex object, national origin, ancestry, cultural heritage, or political beliefs. Goodwill Industries of the Springfield/Hartford Area, Inc. is also committed to equal employment opportunity for people with disabilities, Vietnam Era veterans, disabled veterans, recently separated veterans and armed forces service veterans.**

**Goodwill Industries of the Springfield/Hartford Area, Inc. will take affirmative action to ensure that all employment practices will be conducted/provided in a manner which does not discriminate against any person on the basis of race, color, creed, religion, gender, age, marital status, affectional or sexual preferences, which shall not include persons whose sexual orientation involves minor children as the sex object, national origin, ancestry, cultural heritage, political beliefs, disability or veteran status.**

**This policy of nondiscrimination applies to every aspect of service provision as well as employment, including all full-time, part-time and temporary employees, as well as those hired through federal and state grants and contracts.**

**Goodwill Industries of the Springfield/Hartford Area, Inc. will not maintain or tolerate facilities which are unlawfully segregated on the basis of race, color, creed, religion, gender, age, marital status, affectional or sexual preferences, which shall not include persons whose sexual orientation involves minor children as the sex object, national origin, ancestry, cultural heritage, political beliefs or veteran status.**

**This policy of nondiscrimination and Affirmative Action is designed to provide women, minority-group members, people with disabilities and veterans equal employment opportunities on the basis of merit and equal programmatic access on the basis of need in a discrimination free atmosphere.**

**Goodwill Industries of the Springfield/Hartford Area, Inc. ensures that no employee, consumer or applicant will be subjected to coercion, intimidation, interference or discrimination for filing a complaint or assisting in an investigation under this program.**

**It is Goodwill Industries of the Springfield/Hartford Area, Inc's practice to give priority attention to the identification and correction of any under-representation and under-utilization of minorities, women, people with disabilities and veterans in our workforce. In addition, our policy on age discrimination ensures equal opportunity for people over the age of forty.**

**In conjunction with our commitment to Equal Opportunity/Affirmative Action compliance, we encourage all organizations and companies with whom we do business to likewise comply with all state and federal laws, and executive orders pertaining to equal employment opportunity and affirmative action.**

**Steven L. Mundahl, President**